

# **Michigan Community Service Commission**

## ***Statewide Inclusion Team Strategic Plan***

### ***2011-2013***

#### **VISION**

All national service programs and volunteer organizations actively demonstrate inclusion.

#### **MISSION**

National service programs and volunteer organizations will actively engage people with disabilities in meaningful service activities.

#### **VALUES**

For Michigan's national service programs and volunteer organizations, our Statewide Inclusion Team values:

- A culture of inclusion;
- The talents and abilities each person brings to volunteerism and national service programs;
- Policies and resources that facilitate the active participation of people with disabilities;
- Innovative strategies for effectively recruiting and supporting people with disabilities;
- Partnerships that facilitate choice, participation, and leadership for people with disabilities;
- Appropriate accommodations and access to all services, programs, and activities;
- Opportunities for personal and professional development to enhance life activities, such as education, employment, and self-sufficiency.

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### **Marketing and Outreach**

**Goal 1:** Promote Michigan's national service programs as an opportunity and a bridge to skill-building, career development, and community inclusion.

- Provide ongoing education to national service programs and volunteer organizations about how to create inclusive position descriptions
- Maintain an updated list of organizations and resources that support people with disabilities in Michigan and identify underrepresented groups to engage in service and volunteerism.
- Increase public education of national service and volunteer opportunities by obtaining, distributing, and presenting national service information and resource materials at meetings/events of organizations that serve people with disabilities.
- Promote accomplishments of current and former national service members and volunteers with disabilities through traditional and nontraditional media outlets.

### **Partnerships**

**Goal 2:** Develop ongoing state and local level relationships between stakeholders in the disability and service communities that promote the involvement of people with disabilities in national service programs and volunteer organizations (*"Network of Champions"*).

- Identify and engage key leaders and champions to promote national service for individuals with disabilities.
- Expand, deepen and specify purpose/goals around state-level partnerships:
  - Association on Higher Education and Disabilities (AHEAD) – [www.ahead.org](http://www.ahead.org)
  - The National Council on Independent Living (NCIL) – [www.ncil.org](http://www.ncil.org)
  - National Down Syndrome Congress (NDSC) – [www.ndsccenter.org](http://www.ndsccenter.org)
  - UCEDD (University Centers for Excellence in Developmental Disabilities)
- Develop a plan for maintaining the MCSC Inclusion VISTA position and a sustainability plan for continuing the service delivery.

### **Policies and Procedures**

**Goal 3:** Identify and address local, state, and federal policies and practices that present barriers to or promote inclusion in national service programs.

- Identify policies and practices that hinder and/or foster inclusion.
- Address barriers to inclusion in policies and practices.
- Survey Michigan's national service programs to determine the current level of prevalence of disability.
- Increase the knowledge of national service program staff and members about inclusion by ensuring content is incorporated into program training activities.